





JON M. HUNTSMAN, JR.  
GOVERNOR

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GARY R. HERBERT  
LIEUTENANT GOVERNOR

April 2006

Dear Utah Business Leaders:

The Utah Work/Life Awards provide a premier showcase to celebrate stars in the Utah business community. 2006 marks the eighth year to honor companies that create workplaces that employees, their families, our communities, and our state are proud to call their own.

Utah's economy and thriving business environment rely on innovations, sustainable growth and the stability created by our outstanding workplaces. Work/Life Award-winning companies have an edge in attracting the best employees, and they continually raise the workplace bar, generating a growing pool of top-notch employers throughout the state.

I applaud the outstanding Work/Life Award-winning companies.

Sincerely,

A handwritten signature in blue ink that reads "Jon M. Huntsman, Jr." with a stylized flourish at the end.

Jon M. Huntsman, Jr.  
Governor

# Table of Contents

## 2006 Work/Life Awards



Table of Contents	1
Introduction	2
And the 2006 Winners are . . .	3
Best of the Best	4 - 7
Micro Companies	
Petzl America	8
Sewell Direct	9
Utah Foster Care Foundation	10
Medium Companies	
Basic Research	11
Futura Industries	12
Nicholas & Company	13
Redmond	14
Sunshine Terrace Foundation	15
Large Companies	
1-800 CONTACTS	16
ARUP Laboratories	17
Citi Cards	18
Mountain America Credit Union	19
Regence BlueCross BlueShield of Utah	20
Three Key Indicators	21
Companies to Watch	22 - 23
Award Process / 2007 Awards	24
Contacts	back inside

# Introduction




The winners of the 8th Annual Utah Work/Life Awards have reason to kick up their heels and celebrate! The year brought tremendous competition for winning slots and presented a number of surprisingly strong first-time applicants.

The winners of this prestigious award are featured in the following pages, the culmination of a rigorous selection process that began last autumn. To accommodate the diversity in applicants, the Work/Life Awards are now presented in three categories:

- **Micro Companies:** fewer than 50 employees
- **Medium Companies:** 50-500 employees
- **Large Companies:** more than 500 employees



## And the 2006 Winners are...

Micro Companies		number of employees	location
Petzl America		42	Freeport Center Building M-7 Clearfield, UT 84016 (801) 926-1500 <a href="http://www.petzl.com">www.petzl.com</a>
Sewell Direct		15	1106 East 930 South Provo, UT 84606 (801) 356-3823 <a href="http://www.sewelldirect.com">www.sewelldirect.com</a>
Utah Foster Care Foundation	 Utah Foster Care FOUNDATION	34	5296 South Commerce Drive Murray, UT 84107 (801) 994-5205 <a href="http://www.utahfostercare.org">www.utahfostercare.org</a>

# And the 2006 Winners are...

## Medium Companies

number of employees

location

Basic Research



422

5742 West Harold Gatty Drive  
Salt Lake City, UT 84116  
(800) 898-5153  
[www.basicresearch.org](http://www.basicresearch.org)

Futura Industries



220

Freeport Center Building H-11  
Clearfield, UT 84016  
(800) 824-2049  
[www.futuraind.com](http://www.futuraind.com)

Nicholas & Company



472

5520 West Harold Gatty Drive  
Salt Lake City, UT 84116  
(801) 531-1100  
[www.nicholasandco.com](http://www.nicholasandco.com)

Redmond



105

475 West 910 South  
Heber City, UT 84032  
(866) 312-7258  
[www.redmondinc.com](http://www.redmondinc.com)

Sunshine Terrace  
Foundation



SUNSHINE TERRACE FOUNDATION  
A FULLY ACCREDITED HEALTH CARE ORGANIZATION

368

225 North 200 West  
Logan, UT 84321  
(435) 752-0411  
[www.sunshineterrace.com](http://www.sunshineterrace.com)

## Large Companies

number of employees

location

1-800 CONTACTS



610

66 East Wadsworth Park Drive  
Draper, UT 84020  
(800) 266-8228  
[www.1800contacts.com](http://www.1800contacts.com)

ARUP Laboratories



1789

500 Chipeta Way  
Salt Lake City, UT 84108  
(801) 583-2787  
[www.aruplab.com](http://www.aruplab.com)

Citi Cards



816

2195 North University Park  
Layton, UT 84041  
(801) 779-7000  
[www.citi.com](http://www.citi.com)

Mountain America  
Credit Union



643

7181 South Campus View Drive  
West Jordan, UT 84084  
(801) 325-6228  
[www.mtnamerica.org](http://www.mtnamerica.org)

Regence BlueCross  
BlueShield of Utah



866

2890 East Cottonwood Parkway  
Salt Lake City, UT 84121  
(801) 333-2100  
[www.ut.regence.com](http://www.ut.regence.com)



# Best of the Best

## Best Flexibility

**ARUP Laboratories'** flexible work schedules sound like photo sizes—they include 5x8, 4x8, 4x10, 3x10 and the ever-creative 7x10, where employees work seven 10-hour days, then have seven off—this gives them a total of 26 weeks off each year.

**Futura Industries** knows that one size doesn't fit many, and consequently their schedules are widely varied—one employee may work only on Tuesdays, while another comes in every Monday, Wednesday and every other Friday.

At **Redmond**, each work team meets regularly and sets its own work schedule based on the work needing to be accomplished, available resources and constraints, and the team members' schedules.

At **Sunshine Terrace Foundation**, schedules are so pliable, one employee changed her schedule an estimated twenty times in one year – whether the change is for school, yoga, volunteering or another job, Sunshine is supportive of its workforce.

Employees at **Utah Foster Care Foundation** can change their work status and schedules from half-time to three-quarter time and all around, to align their life needs and work needs.

## Best Food

At **ARUP Laboratories**, employees receive a 35% discount at the onsite, subsidized cafeteria for the healthy 'Your Health, Your Way' menu items.

The onsite restaurant at **1-800 CONTACTS** has its own chef, gourmet daily specials, and employees can order right from their computers, guaranteeing a hot, ready-to-pick-up meal at whatever time works best for them. Oh – and meals are subsidized at least 80%!

**Basic Research** is located away from shops and restaurants, so the company provides a voucher for lunch at the onsite cafeteria for every employee, every day.



## Best Family Care

When employees at **Citi Cards** enroll in a pre-tax Flexible Spending Account, the amounts set aside can be subsidized up to 30%, depending upon an employee's salary.

**Regence BlueCross BlueShield of Utah** offers Senior Advocate and EAP benefits to employees caring for elders, including: expert legal, financial, tax and adult care assistance, information about support groups, care-giving and housing options, transportation and meal services, geriatric assessments, retirement planning and activity groups.

**ARUP Laboratories** offers comprehensive domestic partner benefits, including medical, dental, short- and long-term disability, EAP, and access to their free onsite health clinic and incredible tuition reimbursement program. Citi Cards and Regence BlueCross BlueShield of Utah also provide their employees with domestic partner benefits.

When **Mountain America Credit Union** heard employees were struggling with elder care, they brought in experts to help explain Medicare and Medicaid changes.

The **Nicholas & Company** 'Nicco Kid's Room' is equipped with children's books, toys, a TV, plenty of movies and a fully-equipped work station, allowing team members to bring their children to work without missing a beat.

## Best at Absorbing the Shock

**Futura Industries** had an increase in health care costs of over \$50,000 last year and not one cent was passed on to employees.

For the fourth year running, **Mountain America Credit Union** has not increased the cost of employee health care premiums.



# Best of the Best

## Best Community Spirit

**Futura Industries** starts its extensive community service programs at home, providing school supplies in new packs to employees' children each fall.

When a **Citi Cards** employee volunteers for 50+ hours at a non-profit organization, they can nominate that organization for a \$500 Citi Card grant—employees also get one paid day off to volunteer every year.

**Redmond** associates donated the cash value of accrued vacation time to hurricane relief efforts, and Redmond matched it dollar for dollar.

**Nicholas & Company** matched employee donations to hurricane relief and an HR Manager and company driver personally delivered goods to Louisiana hurricane victims.

**Petzl America** wants to preserve Utah's natural beauty, so they implemented an employee-suggested volunteer program with a company match on time for efforts to 'keep Utah clean.'

**Sewell Direct** engages with local elementary schools to recycle large quantities of ink cartridges, sharing a focus on the environment and learning.

## Best Sharing Own Services

**Mountain America Credit Union** employees receive unlimited free checks, free checking accounts and no fee loans.

**Redmond** employees receive a \$300/month allowance for healthy, whole foods.

At **Petzl America** all employees are eligible to receive significant discounts on sports products to support and quench employee needs to be active.

**Mountain America Credit Union** offers all employees BALANCE, a free debt management and budgeting resource.

## Best Work Environment

The physical work environment at **Utah Foster Care Foundation**, a non-profit, rivals some of the best around; a nod from leadership about how highly they value their employees.

Employees at **Petzl America** don't have to worry about missing crucial meetings if they take a Friday off, due to the popular 'no meeting' rule for Fridays.

**Sewell Direct** has a very popular company ping pong area, and although the intention was relaxation and light exercise, the tournaments can be pretty fierce.

## Best Wellness

The **1-800 CONTACTS** wellness program includes a full service, onsite workout facility, complete with personal trainers—all free to employees. The wellness program focuses on seven wellness dimensions, and classes have included financial wellness, nutrition and grocery gurus, gardening, and car maintenance.

**Mountain America Credit Union** provides healthy food at meetings and all stairwells are surrounded by windows to increase the appeal of taking the stairs.

At **Basic Research**, the 'Walk The Talk' wellness program includes a free pedometer along with health, exercise and nutrition planning and support year round.

**Regence BlueCross BlueShield of Utah** estimated it saved at least \$22,000 in one year through its wellness center usage alone.

**Futura Industries** knows the value of healthy bodies, especially in its manufacturing areas, so free fruit and granola bars are provided in the plant.

In addition to the basketball hoop on the **Nicholas & Company** grounds, a golf driving range was added this year for "those who need some extra practice time or are looking for a little fun".

# Best of the Best



## Best Company Culture

**Redmond** has ‘associates,’ not employees, and this is not just a linguistic exercise—everyone is responsible for the success of the company, teams make key decisions and due to the exceptionally low turnover, there is no HR department.

The **Sunshine Terrace Foundation** has taken employee recognition one step further—they celebrate the ‘Employee of the Moment’.

**Redmond’s** CEO takes primary responsibility for all work/life issues and his title on his business card says it best: ‘Chief Energizing Officer, Director of Philosophy, Minister of Culture, Insight & Futuring Manager’.

Employees are leaders at **The Sunshine Terrace Foundation**, and the Sunshine Employee Council helps develop solutions for organization-wide needs.

For the first 18 months after new moms at **Utah Foster Care Foundation** return to work, they can bring their new additions with them to the office.

At **Petzl America**, “living a balanced life” is one of the core values in the mission statement. To help support balance in their self-described workforce of “Type A personalities in Type B clothing,” they hold many events outdoors including BBQs, hikes and bike rides, and built a basketball court and showers in the warehouse for daily games.

In a rare move in this 24/7/365 world, full-time employees at **Sewell Direct** are not expected to or encouraged to work more than 40 hours a week. When employees travel for work Sewell Direct pays for spouses/partners to go along on business trips.

At **Petzl America** pets come to work with their humans and there are now a few dogs that are considered part of the regular team.

## Best Learning

At **Citi Cards**, tuition assistance of 80% is available to all employees, and employees can major in any subject they desire. Also, they offer every employee free online learning from Harvard Business School.

**ARUP Laboratories** takes learning seriously—employees can receive 100% tuition reimbursement for medical technology-related degrees and 75% for all other degree programs. Part-time employees and family members of full-time employees are eligible to receive 50% reimbursement.

**Redmond** will purchase personal development, leadership-related, and business books for any associate who wants to read them. When associates at Redmond go to personal or professional development workshops, local or otherwise, the company also pays for their spouse/partner to attend.

Developing both professionally and personally is important at **Petzl America**, and to this end the company works to devote 3% of salary expense per employee on training and development.

## Best Going the Extra Mile

Every manager at **1-800 CONTACTS** is CPR and first aid certified.

To create better HR accessibility to **Nicholas & Company** team members working the night shift, the HR department altered their work hours, working until 9:00 p.m. two nights a week.

When an employee at **Mountain America Credit Union** submits a successful idea to save money or make an improvement, that employee receives a portion of the savings or profit.

At **Utah Foster Care Foundation**, the company pays a 12% salary equivalent to each eligible employee’s 401(K) account whether they participate or not. Each employee is fully vested at 6 months when they become eligible to participate in the plan.



## Best Small Gesture that Goes a Long Way

Employees at **ARUP Laboratories** can make the best of multi-tasking by taking a 'Walk With the CEO'—they get exercise and answers to questions at the same time.

When **Mountain America Credit Union** buys new computers for the office, employees can take replaced computers home.

At **Sunshine Terrace Foundation**, pets in the workplace are not only an asset for the seniors served there, but also for the employees who get to play with and take care of the pets.

To help ease anxiety and the transition of **Nicholas & Company** team members back to work after childbirth, the company encourages employees to bring their new-borns to work for the first few weeks.

**ARUP Laboratories** took an employee suggestion to heart and created a dedicated employee art space where employees can display their own creations.

## Best Time Off

At **Basic Research**, employees can take time off as: personal time, time to care for others, bereavement leave, sabbaticals, or draw from a collective time-off bank. Due to the 24/7 nature of work these days, they also instituted a mandatory time off (MTO) policy this year, where each employee must take a full work week off with no work-related contact.

Employees at **Petzl** are encouraged to go outside and play, with 12-24 days off each year plus 11 paid holidays and a week off between Christmas and New Years. If anyone has to work more than four hours on a weekend, they receive a comp day for eight hours.

## Best Outcomes of Work/Life Recognition

Many of **Redmond's** customers have developed an interest in Redmond's work/life practices. These practices have created opportunities for discussion and have influenced many of Redmond's customers to make changes in their own companies. As ideas have been exchanged, customer relationships have been enhanced and strengthened.

**ARUP Laboratories** identifies their work/life efforts as a factor in distinguishing them as a highly sought-after employer—in one year, they received 16,000 applications for 680 jobs.

## Best Benefits

**Mountain America Credit Union** implemented a 14-month plan year for Flexible Spending Accounts so employees have more time to use the pre-tax money in their plans.

At **Basic Research**, health insurance for single employees is FREE.

## Best Continuous Improvement

Once a month **Redmond** team leaders meet for a shared experiences meeting led by the CEO that is designed to help leaders develop themselves and their team members. Work/life and people-management issues are integral parts of this meeting.

**Sunshine Terrace Foundation** convened university professors, community members and employees to help develop a better understanding of the skills and assets needed to recruit new hires to help everyone at Sunshine succeed.

**Mountain America Credit Union** surveys one sixth of their employees every other month. As long as employee passion and engagement levels remain high and stress levels low, they know they are succeeding.

In one year, **Nicholas & Company** replaced all eight vice presidents with each other—calling it 'The Boss Swap'. Sympathy changed into empathy and created a common understanding that increased and fostered effective communication and higher productivity.

**Regence BlueCross BlueShield of Utah** continually has other companies ask them questions about how they administer and provide such a family-friendly environment. For example, companies looking to add an onsite child care center to their own facilities have come to Regence to discuss the details with Regence executives. Companies have also called to find information on how to administer a domestic partner benefit program.



**why:** This fun-filled company walks their work/life talk by nurturing their employees in a way they know their employees will then bestow upon their customers.

**what:** Climbing Gear Manufacturer & Distributor

**when:** This is Petzl America's first Work/Life Award.

**who:** Petzl America actively recruits family and friends of employees, and when a match is found, Petzl rewards employees with cash and the recruits with a splendid new job.

**wow!** Petzl America's CEO wasn't joking when he said that "work should be play"—there's a climbing wall smack-dab in the middle of the sleek, well-appointed worksite.

## employees speak:

"Petzl America is a great company that allows you to bring your dogs to work. My dogs are my 'children' so this is a huge benefit to me."

"Best place I've ever worked. Absolutely a positive, fun environment even under the most stressful situations. Our outside vendors have often commented to me how nice it is to visit us as everyone looks happy and is so easy to work with."

"Flexible scheduling is one of the strong points of Petzl America. They are very willing to work with the full-time students in their schedules."

"The company understands the importance of community involvement and indeed makes it a priority. One of the company's stated core values is 'Corporate Social Responsibility: We invest in the health of our community and our environment.'"

"Petzl America is consistent with its core values—from flexible hours for employees with special needs to recycling in the warehouse, we're consistent all the way through."

"My manager allowed me to work from home so I could reduce the amount of time spent commuting, and also so I could focus on my job with few distractions. I was much more focused and productive because of this opportunity."

"I feel 'at home' at Petzl. I enjoy coming to work and I enjoy that it offers new challenges and complete support for me to do my job."

"There is a strong value instilled by the management team of leading a balanced life between work and personal time."

"Petzl understands that I have a family and that my family is important to me. I feel comfortable asking for time off with my family without fear of being told 'no.'"

**Mark (Roody) Rasmussen, President**

## ceo speaks:

"Balance between a successful professional life and a satisfying personal life is something we continually strive for here at Petzl America. By creating a satisfying work experience for our employees, they pass this mindset along to our customers and our vendors. A successful business is one that is profitable and nourishes the soul. By creating an environment of trust and appreciation, fueled by challenge, discovery and laughter, we move forward and execute our mission."



**SEWELL**  
SEWELLDIRECT.COM

**why:** This small business banks on a friendly work environment and regularly updates all employees on the company financials, helping them learn about small businesses and their role in the company's success.

**what:** Internet Retailer

**when:** Sewell Direct is joining the ranks of Utah WorkLife Award Winners for the first time this year—welcome!

**who:** Almost two-thirds of the workforce is students, so work schedules are constantly adapted to fit school schedules, and full-time employees can work from home when they need to.

**wow!** Having healthy employees who can go the distance is crucial here, so Sewell Direct not only pays for health club memberships, they also cover event fees for marathons, triathlons and other wellness-related challenges that employees are brave enough to attempt.

## employees speak:

"Sewell Direct is the first company that I have worked for that I really identify myself with. I cannot believe the success we have had over the past couple of years and I am just happy to have been a part of it."

"We probably have the most honest owner. He is very fair and honest in all of his business situations. That is very hard to find but it is one of the biggest reasons that I have stayed at this company."

"I have always felt encouraged to complete my education and also to improve my skills—not only for my professional growth, but also for my personal growth."

"The owner was willing to work with me when I needed an extended leave of absence—this meant a lot to me and has made me a fiercely loyal employee."

"I have never had an experience when a promise was not met. Oftentimes the promises are exceeded."

"We are very open here and have fun conversations. I can tell that my supervisor cares because he will always ask about things we discussed earlier and follow up with them."

"After graduation I planned on leaving the state to take another job offer. After seeing the potential with Sewell Direct and my role in the success of the company I was convinced to stay on full-time."

"Every employee I have talked to here feels like this is the best job they have ever had. I definitely agree and I constantly share that with friends and family."

"The best thing about Sewell Direct is that the company is interested in succeeding but we don't have a lot of red tape—all ideas are fair game."

**Dave Sewell, CEO and Owner**

## ceo speaks:

"Having determined a good work/life balance was important to me and my family, I felt that I ought to encourage and facilitate a healthy balance for my employees as well. I have had good success hiring part-time college students in my business over the years. As much as possible, I have tried to accommodate reasonable requests from students for flexibility in their hours. At times this is an inconvenience to the business, but these sacrifices pay off in the form of employees who are happier and more productive and who tend to stay around longer."



## Utah Foster Care FOUNDATION

**why:** This micro non-profit does things even profit-laden larger companies don't do, like allowing employees to change their schedules and number of hours worked based on life needs, such as kids, school or softball.

**what:** Foster Care Recruitment, Education & Support

**when:** This is year number one as a Work/Life Award winner.

## employees speak:

"At a recent all-staff meeting we were reminded by a supervisor that work is what we do not who we are (she was reminding us to take PTO, and not work over our 40 hours per week)."

"There is a great deal of personal integrity at the leadership level. Perhaps more than anything, that is what makes this organization work so well."

"I cannot imagine working any other place. This organization is a wonderful place to work and I feel extremely blessed to be here at this time. I also feel like I can truly make a difference, and that is very important to me."

"I feel that I have a voice in this organization and that I MATTER! Yes, some of my ideas have been incorporated into our organization and that feels great."

**who:** Utah Foster Care Foundation knows that keeping employees healthy is key to avoiding burnout, and their dedicated staff appreciates every effort.

**wow!** Keeping team members motivated, learning and innovative, both personally and professionally, is a top-priority here and it's not just talk—each employee is allotted \$4,000/year for professional development and \$2,000/year for tuition reimbursement.

"We are valued. We are treated as whole human beings and not just as employees. I count my lucky stars daily to have landed in such a wonderful place."

"We have been known to have a dog or two visit the office. Children related to staff are always welcome to visit or on some occasions stay for the day with mom, dad, grandmother, or grandpa."

"The best things about working here are—that we have clear goals and effective evaluations, it's easy to be 'yourself' and it's an excellent, family-friendly atmosphere."

"There is a feeling of being valued and part of a family. Emergencies or personal situations are always met with support and a willingness to help."

"I feel supported, appreciated and happy working for this company. I couldn't imagine working with a better group of people. We work hard and we have fun together."

**Dallis J. Pierson, CEO**

## ceo speaks:

"[Our] staff are given the freedom and flexibility to use their individual talents to accomplish goals without constant repressive monitoring. Staff are also expected to stretch themselves to do more through their personal growth . . . Staff need to feel the support of their organization through their supervisor . . . When staff feel support, have the freedom to fail, are held accountable for outcomes and are not unduly monitored, they achieve individual excellence. Individual excellence transcends into organizational excellence."





**why:** Basic Research promotes good health for employees via a plethora of programs, including a lunch voucher for each employee, everyday, and a generous time off program that requires employees to take at least five days off in a row each year to get recharged and relaxed.

**what:** Pharmaceutical and Nutritional Research

**when:** Basic Research is a first-time Work/Life Award winner.

## employees speak:

"Basic Research is very employee-oriented. They understand that when employees are happy, productivity is better and there is an overall better, more positive work environment."

"It is really wonderful to work for a company that, despite its rapid growth, still keeps a pulse on what their employees needs are AND fills them!"

"I have, and I will continue to, recommend my company as a great place to work. I love the people I work with and the environment that I am in. I feel good about what I have done when I leave work and I look forward to coming back in the next day."

"I've always wanted to be more involved with charities and the community. Basic Research's 'Walk The Talk' program gives me a chance to do both. By simply walking 10,000 steps a day, the company will donate money to charities selected by 'Walk The Talk' members. I'm making myself healthier, while also giving back to the community."

**who:** Employees are valued here and it shows—the company favors promoting from within, dogs can accompany their humans to work and health insurance for single adults is free.

**wow!** 'Walk The Talk' is a real program here, helping employees meet their own health and fitness goals while raising money to donate to employee-selected charities in the process.

"It hit me recently how great our culture is here. One of our outside consultants was in the building and kept telling me how friendly, nice and upbeat everyone is here."

"Prior to working at Basic Research, I worked for PR agencies for five years. PR firms = long hours. When I came to work for Basic, I longed for an environment that encourages hard work while you're in the office, and encourages you to leave on time. That is exactly what I found, and I love it!"

"Our company will pay 100% of student costs as long as you get good grades and stay with the company for a year after you finish school."

"Basic Research also understands that looking good isn't the only thing that makes a person happy - there also has to be a growth of mental happiness. The company is very supportive of employees going to school and expanding your knowledge for a better you."

**Dennis Gay, CEO**

## ceo speaks:

"An employee's family should come first in his or her life. We believe in hard work; that is absolutely certain. But we don't want our employees to stretch themselves so thin that they lose sight of what's really important in life. Our work atmosphere and philosophy is such that our employees should never lose sight of why they are working in the first place."



## FUTURA INDUSTRIES

**why:** Futura's president doesn't use the word 'collaboration' lightly—she gets input from her front-line folks on decisions on every aspect of the business, from design to process to work flow to financials to safety. She knows every person's name and the names of their family members, and she constantly strives to ensure they are all healthy and well.

**what:** Aluminum extrusion manufacturing

**when:** As competition for this award has intensified, so have Futura's efforts—this is Futura's seventh Work/Life Award.

## employees speak:

"All the employees here are like family to me. We all pull together when times are tough to reach our aggressive goals. Great culture!"

"When I have input or an idea on something, everyone listens and takes my idea into consideration. It makes me feel like I am part of Futura, not just another employee working at Futura."

"I feel the company is concerned about my needs. Every time the company president talks to me she asks about my family and how we are doing."

"One of the things I enjoy most about working here is how they appreciate what you do. They are always telling me that I make a difference. I appreciate that!"

"Futura Industries is a place where people can really thrive. I have seen people that started with the lowest job in an entire department that now run the department. They will always look to promote from within if possible."

**who:** Futura Industries has an employee base loyal to the core—Futura is able to attract employees from many countries and with specialized skills by providing continual learning, career opportunities and an incredibly family-oriented environment.

**wow!** Manufacturing metal extrusions is hard work, and Futura needs employees to be healthy. To this end, there are cases of fruit, granola bars and fruit juice provided gratis to all employees—employees can even take fruit home to their families (as the Futura president pointed out—if their families eat healthily, it will help keep health care costs down and everyone wins).

"I have gotten a birthday card from the president of the company every year with a hand-written note telling me how much I'm appreciated here and a 'thank you' for what I do. This isn't just a once a year thing—when she's out in the plant she does the same thing—she takes time to talk to me and to see how things are going for me."

"I am going on 17 years at Futura and I feel blessed that I have such a good company to work for. At times I have needed personal loans and without any hesitation Futura has come through for me."

"Futura Industries believes education is important and they have a great scholarship program that makes it possible for anyone that works here to go to school!"

"This little company is full of pride. Most of the goals we have are set up by normal day-to-day employees, and we have fun trying or even surpassing them."

**Susan D. Johnson, President**

## ceo speaks:

"The culture of our company provides an environment where people can do their best. I am not simply referring to doing their best on say, our extrusion presses, but also in doing their best as family members and members of their communities. When asked how this type of environment is achieved—our response, as a culture—is simple: by treating people the way each person wants to be treated: valued, respected and trusted . . . We believe that there is no end destination for Futura Industries in the perfecting of our work culture."



**why:** Nicholas & Company listens to employees better than just about any other company, and then they act on what they've heard, using employee input to inform major and minor company actions (like getting new trucks that are automatic rather than stick, and adding four more microwaves to the break room for the night shift employees).

**what:** Foodservice

**when:** This is the fifth time Nicholas & Company has been honored as Work/Life Award winner.

## employees speak:

"My company has, from day one, understood my needs and allowed me to communicate them openly within the company. They understand my family, personal and business lives and work hard at making them all work well."

"I was able to go to Louisiana and distribute an entire truck load of food from Salt Lake City three days after hurricane Katrina hit. Nicholas & Company donated the entire truckload of food. What a great opportunity to help America!"

"I know that every employee is a valued one and is given opportunities to improve themselves, both career and personal. I look forward to a long relationship with Nicholas & Company."

"I like working for and with Nicholas & Company because they care for each and every one of us as if we were their own family."

**who:** This is a 24/7 operation with a huge variety of functions, both onsite and offsite, and through flexibility, cafeteria-style benefits and plain old creativity, Nicholas & Company works hard to stay tuned in to their diverse workforce.

**wow!** Employees here literally work all over the place at all hours delivering food. So, every week, a Human Resource representative stays onsite late into the night to make sure the night shift employees are supported and heard.

"Nicholas & Company provides a 'Nicco Kids Room' for parents like myself, who may not have daycare from time to time. This allows us to bring our children in, and still get our work done."

"This is a very family oriented business that understands that a family is the main priority."

"We have an annual 'walk a mile' program where you have to go and spend time with someone who is not in your department, in order to learn how they do their job and how it affects your job."

"They have a day that you can get paid just to hang out with your family that doesn't cut into your accrued vacation."

"There is common admiration that is felt through out the company. There is not a bad person working for the company. Everyone is working towards the same goal, the customer. Best of all is that the owners have a genuine interest in every employee."

**Peter W. Mouskondis, President/C.O.O.**

## ceo speaks:

"[Our] work/life practices have enabled us to attract and retain quality team members who feel valued, provide input, and continue to contribute and grow within the organization. In turn, this allows the company to serve our customers. Our work/life practices are not merely singular events or procedures; rather, they represent the heart of our culture and our continuing philosophical foundation of operating our business. Through a strategic process, planning, and emphasis in our work/life practices, our organization has benefited greatly in terms of recruiting, retention, productivity, sales growth, morale, and service levels to our customers."



**why:** This company embodies the very definition of 'team-work,' operating without hierarchy, relying on each team to lead, produce and schedule based on their own needs and demands, always assuming that team members know themselves and their customers best.

**what:** Mineral Development and Health & Wellness

**when:** Redmond now has a Work/Life Award ring for every finger, receiving the coveted fifth Award this year.

## employees speak:

"The leaders at Redmond are people I look up to and learn from. To become great, it is important to surround yourself with great people. The leaders at Redmond truly want you to succeed."

"Employees are given the freedom and encouragement to push towards fulfilling their personal potential. The society that exists among associates goes beyond the workplace and often extends into personal friendships. That same society encourages each employee to be their best, to appreciate the strengths of others, to follow good examples, and to contribute to the good of everyone."

"I get a \$300/month allowance for whole foods. Eating healthy is a huge part of the Redmond culture. Putting the right things into our bodies brings great results to families and employees."

"Redmond pays for any book that we think we can learn from."

**who:** A successful culture based on respect, loyalty and pride means that Redmond employees rarely leave and when there is a job opening, hundreds of applicants vie for the highly competitive spot.

**wow!** Redmond believes there is always room to be a better parent, coach, volunteer, employee and human being, so team members all belong to book clubs and the company will pay for any book any employee wants to read.

"We are able to take 24 paid hours a year to participate in community events. Last year during the floods we were able to go help people sand bag their houses. It felt great to be able to help them and also to work for a company that allows you to help."

"Redmond Minerals is genuinely interested in the well-being of its employees and encourages activities to help in many areas. We read constantly and share ideas. The company gives employees opportunities to attend various events to enrich us. I truly believe Redmond cares about us individually and wants us to succeed in all areas of our lives."

"If someone came to the Redmond office they wouldn't know right off which employees were in leadership positions because all employees are treated with the same value."

"I make my own schedule and if it changes it doesn't matter because I am trusted enough that I will get my job done."

**Rhett Roberts, President/CEO**

## ceo speaks:

"Redmond is a place where you can explore and search for your passions and unique gifts, work towards becoming the person you are capable of becoming, and make a unique contribution that matters, that truly makes a difference. We are passionate about our work. We are a driving influence for good with each other. We are loyal—to principle, the company, and each other. And, we live the ideology 'good enough never is.' A strong devotion to these values allows us to fulfill our desire and obligation to serve, to create an enduring legacy, and to be a powerful influence for good in the world around us. This is the Redmond opportunity."





**SUNSHINE TERRACE FOUNDATION**  
A FULLY ACCREDITED HEALTH CARE ORGANIZATION



**why:** This non-profit is a model of smart workplace initiatives that set employees, the business and their clients up for success. When new employees need to be hired, current employees help develop a 'success profile' for each position ensuring that the right people will join their team and keep their turnover at its "unheard-of-in-the-industry" low number.

**what:** Assisted Living, Long-Term Care

**when:** These purveyors of exceptional elder care are being honored with their fifth Work/Life Award.

## employees speak:

"Sunshine Terrace Foundation has been very understanding of my schedule as a student. I have been treated extremely well from my first day on the job."

"This year we were provided four different insurance plans to choose from. It's nice to have a choice."

"I can't say enough about how wonderful my supervisor is in relation to understanding and helping me accomplish ALL of my goals in every way he can."

"I love the atmosphere here. My co-workers are fun and seem to genuinely enjoy their jobs. I also feel that the Terrace truly cares about their employees and try to take the best care of us as possible."

**Sara V. Sinclair, CEO**

"Sunshine Terrace Foundation is proud and privileged to have received the Utah Department of Workforce Services Work/Life Award 5 times now! We are proud of [our employee] benefits; they exceed most organizations' offerings in our field. I have been with the Sunshine Terrace Foundation for over 22 years now. It is an honor and privilege to work here, and I am very proud of this organization and everyone associated with it. We enjoy wonderful community support. We are well integrated with our community, and we work hard to serve it well. One thing for sure is we would be nothing without our employees."

**who:** Sunshine Terrace workers are a tight-knit group—flexible and caring. Employees take the company therapy dogs home each night, swap shifts to cover for each other, and celebrate the successes of their colleagues and clients as their own.

**wow!** In a delightful shift of the 'community service' aspect of winning an award like this, Sunshine Terrace attracted more than 71,000 hours of community service time from the good folks and neighbors in Logan, providing a level and quality of service that people couldn't wait to get involved with.

"No matter what your title is here, our leaders will go out of their way to be sure we have the time off that we need (even if it puts them in a bind)."

"I love that my supervisor doesn't micromanage me. I feel that I am free to use my creativity and that I am trusted to work through problems as they come. My supervisor really knows how to manage people. He expects a lot from his staff but he gives us room to be able to work."

"There is a wonderful feeling of teamwork among the staff members at The Day Center—in personal areas as well as in our daily work here."

"Sunshine Terrace Foundation has been excellent to me in regards to time off. I have been able to take time off to be with my husband during military leave. They have been extremely accommodating in this area."

## ceo speaks:



# 1 800 CONTACTS

**why:** When it comes to call centers, 1-800 CONTACTS has thought of it all—their turnover is consistently low and performance consistently high, because they focus on creating a place where employees can't help but want to show up every chance they get.

**what:** Contact Lens Retailer

**when:** 1-800 CONTACTS has scored a hat trick—this is the company's third Work/Life Award.

## employees speak:

"I have six kids and their schedules and class performances are sometimes not the best for working adults. In three years of employment here I have never missed a kids program, big or small."

"As a student in college, I often require schedule changes and flexible hours. 1-800 CONTACTS understands this and is completely cooperative in obliging my needs. On top of that, they reimburse most of my tuition and book fees!"

"They provide a cafeteria that has healthy food and not junk food available. They provide a fitness center to help me maintain fitness and be healthy, among many other benefits."

"1-800 CONTACTS seems to always set up donations for major disasters, providing a very easy way to help the victims of such. Often the company offers incentives for donating, such as matching half of what employees donate."

**who:** The flexible, heavily part-time workforce is hugely supported through a dazzling array of scheduling possibilities, telecommuting and the ability to earn extra time off just for showing up when they say they're going to.

**wow!** The onsite restaurant at 1-800 CONTACTS has its own chef, gourmet daily specials, and employees can order right from their computers, guaranteeing a hot, ready-to-pick-up meal at whatever time works best for them. Oh—and meals are subsidized at least 80%!

"If it weren't for the fitness center at 1-800 CONTACTS I wouldn't be nearly as in shape as I am now. It is nice to be able to workout in the middle of my shift—it gives me energy."

"I am always telling my family and friends what a great company 1-800 CONTACTS is to work for. I think that they RUN their talk. It's above and beyond, truly."

"The best thing about working at this company is the way that they treat me—with respect."

"This is an amazing company that does an awesome job of taking care of its employees and its customers. This is the best company I have ever worked for, without a doubt!"

"They really know how to take care of their employees. The company offers so many extra benefits and perks to working here that it is hard to find another place that you would want to work."

**Jonathan Coon, CEO**

## ceo speaks:

"Everything we do as a company begins with the question 'how well are we treating our employees and can we treat them better?' We know that a committed, loyal workforce will positively impact our customers and investors."



**why:** This 1,600+ employee team works hard and plays hard. The company strives to anticipate and maintain a consistent understanding of their employees' needs and respond quickly.

**what:** Medical Lab, Testing and Research

**when:** This is year six as a Work/Life Award winner for ARUP.

## employees speak:

"They ask me for input in many areas and I get a voice in decisions if I choose. They frequently ask how decisions affect employees before they make them."

"This company makes every employee feel valued from the lowest paid to the highest. They truly recognize how all employees contribute to the success of the company. It is great to feel valued."

"I don't have children, however I do have a dog. My dog has been very sick. I am able to have my dog's laboratory tests performed at ARUP for free. This saves me a great deal of money."

"ARUP has been at the forefront in responding to disasters that hit our ARUP family. One employee lost a home in Louisiana and ARUP stepped right up to offer money for rebuilding her family's lives. Very cool."

**who:** ARUP counts on diversity to feed their cutting-edge research and innovations, and recruits top brainpower from around the country.

**wow!** With a need for their cerebral workforce to stay healthy, ARUP provides a free, onsite health clinic for employees and their families, including nurse practitioners who are available 24 hours a day.

"The health benefits are the best I have seen in the twenty years I have been employed in my life. The company offers a clinic on campus free of charge for myself and my family. It is the best!"

"It is the little things every day that make a difference. The positive feedback, the flexible scheduling, our CEO's personable nature and open-door policy. The day to day things are more meaningful to me as opposed to one event."

"My company gives back 100% tuition if you are in a medical field. It doesn't get any better than free college. They also supply 75% for non-medical classes and 50% for partners and dependents."

"I have a flexible schedule. ARUP has accommodated any changes I have requested. I currently take the bus to work. I was able to modify my work schedule to make this possible. ARUP even pays for my annual bus pass."

**Ronald L. Weiss, M.D., M.B.A.**  
President and CEO

## ceo speaks:

"Thanks to ARUP's philosophy of caring for and fostering the 'whole' employee, ARUP has earned the respect and loyalty of its employees. The company has enjoyed high morale and productivity, low turnover and absenteeism, enhanced recruitment and retention, and positive customer and public relations as a result of its family-friendly position toward its employees."





**why:** This company takes a holistic approach to supporting employees in all aspects of their lives, whether they are returning to work after having/adopting a baby or pursuing a new course of study at a local university.

**what:** Financial Services Credit Card Provider

**when:** Citi Cards is a new addition to the Work/Life Award Winners—this is their first award.

## employees speak:

"There is not a week that goes by that I am not told how great of a job that I am doing—how valued I am from upper management. The Site President makes a continued effort to know each person's name and says 'hi.'"

"The company is always encouraging community involvement and allows one day paid to provide service to the community. If you do so many volunteer hours with an organization, Citi will donate \$500 to the organization you are assisting with."

"One of the biggest reasons I work for Citi Cards is the tuition reimbursement. They have paid for my Bachelor's and Master's degrees. They offer tuition reimbursement of 80% up to \$5,000 per year. No strings attached! They are very supportive when it comes to going to school and reaching our goals. On the other hand, we set goals at work each month and our managers make it their goal for us to succeed."

**Matthew Allred, Site President**

## ceo speaks:

"We believe our greatest asset is our employees, and we are committed to them. Creating opportunities for our employees to have a work/life balance is not viewed as a special project, nor as a one time event, but it is how we do business. We have taken specific steps to build upon our past successes to invest in our future and proactively lead implementation of industry-leading efforts to strengthen employee job satisfaction and work life balance. We are passionate about our business, and know that business success is built upon a happy, committed workforce."

**who:** Walking their talk on work/life needs, Citi Cards' flexible workforce is provided numerous discounts to improve their own lives, including low interest auto loans, discount home equity loans, \$1,000 off mortgage fees and a reduction on any outstanding student loans.

**wow!** With an eye toward wellness, time off is divided into 'planned' and 'unplanned' time off, so every employee has days they can take off for any reason, at any time.

"One of the best things for me about working here is the diversity of the employee population. There are people of all cultures and backgrounds in all areas of employment here and we celebrate our diversity."

"We have yearly health and wellness clinics where we can get our blood pressure, body fat, cholesterol, and other items checked for our health. We receive free flu shots at work. We have a health letter that comes out regularly for our benefit. We have groups for diabetes and other health issues that meet together."

"The culture at Citi continues to improve year after year. The current leadership staff is down to earth and easy to approach. When you hear them speak you really believe that they are living a balanced work life and that they want to instill that same balance in you."





## MOUNTAIN AMERICA CREDIT UNION

**why:** When employees speak, this company listens, and some of the results include personalized ventilation options in each work space, call center workspaces with a full mountain view (the best view at the headquarters) and an onsite fitness facility.

**what:** Banking and Finance

**when:** This is Mountain America's second year as a Work/Life Award winner.

### employees speak:

"Mountain America allows me to have a good balance in my life. They recognize that my family is important and my first priority. They have never asked me to compromise that belief."

"Mountain America Credit Union takes great efforts to ensure employees' needs are met. From the top down management consistently looks for ways to assist employees in balancing work and family life."

"I trust leadership completely; I know they only have our best interests at heart. They work hard to get us the best benefits they can. I know I can always go to them if I need to."

"I have telecommuted from home since transferring to this department three and a half years ago, and I love it! It absolutely saves me time and money."

"They have great medical benefits. I am a new employee and I pay about \$30 a month for insurance that cost me nearly \$400 a month at my last job where I had worked for ten years."

**who:** Mountain America Credit Union knows its employees like to learn, and to keep them growing and developing they instituted a new and improved tuition reimbursement program based on employee suggestions.

**wow!** By tiering health care premium costs based on years of service, there are some employees who pay as little as six dollars a pay period for full coverage.

"It is great to work for a company that looks into so many different ways to help keep their employees and family healthy and happy."

"When I looked for an employer out of college I was really looking for one that cared and was involved in the community. I found that in Mountain America Credit Union and I was pleased that it happens all year round, and not just in December."

"Our benefits rock! Tuition reimbursement makes me so, so, so happy."

"From the very day that I first interviewed with this company I could tell there was difference in how the employees feel about this company. We are always celebrating something—either each other's accomplishments, a holiday or customer service weeks."

"Mountain America wants to make a difference in people's lives and in the community. I am privileged to work in this environment. My values follow the values of this company."

**Gordon R. Dames, President and CEO**

### ceo speaks:

"By making each and every employee a partner, they are invested in our success. Our partnership is strong as we constantly work to recognize and value our employees—not only as hard working and dedicated workers who serve our members, but as individuals who have interests, ties and obligations outside of the workplace. We provide the resources they request to help them achieve a healthy life balance so that their time at work is fulfilling as is their time at home."



## Regence BlueCross BlueShield of Utah

An Independent Licensee of the Blue Cross and Blue Shield Association

**why:** A comprehensive approach to supporting employees in their work and personal lives is clear at Regence—during the day employees can bank at the onsite credit union or workout at Club Blue, the onsite fitness center, complete with trainers and classes.

**what:** Health Care Insurance Provider

**when:** A formidable competitor in the workplace arena, this is the 7th Work/Life Award for Regence.

**who:** This company works hard to support its diverse workforce, offering services for employees in a variety of life situations, including caring for elders, going back to school, trying to get fit and healthy or training for a job change, just to name a few.

**wow!** A state-of-the-art, onsite child care center provides a cost-effective, stress-reducing boon for parents, especially nursing moms returning to work after childbirth.

## employees speak:

"My supervisor has always been willing to help me with my schedule. For example, I just finished taking a college class. While I was taking it, my supervisor always made sure I left early enough to make it to the class on time."

"I work Monday through Thursday and have Friday - Sunday off (three day weekend every week). It doesn't get any better than here. Regence understands that if I am happy I will work better—and in that order."

"The best thing about working for Regence is community involvement. I have the opportunity to share and work with others who have a sense of helping."

"We have a senior care benefit that gives counseling and advice for taking care of parents and/or grandparents. Examples are preparing finances to care for elderly parents, homes, legal advice etc."

"Benefits are of course great here. Full benefits including a very generous dental plan and life insurance (even life insurance for children). The best part is the cost offered to employees. The cost is based on your salary, so it's extremely affordable."

"Our company strongly encourages healthy living. There are many groups who actively walk together during breaks. We have an onsite gym, trainer and massage therapist. Our cafeteria promotes and gives discounts for healthy eating. There are often competitions for losing weight, exercising, and training for marathons."

"My company encourages all employees to take time to volunteer. We send a clear message that this company is on board for any and all types of involvement in times of need and on a proactive basis."

"Regence works hard at providing many options to meet the different needs of the employees. They put choice back into the hands of the employees."

**D. Scott Ideson, President and CEO**

## ceo speaks:

"Regence BlueCross BlueShield of Utah has always considered its employees its greatest asset. One area we focus on is creating a family-friendly work environment where employees can find the balance between work and family. We are constantly working to meet the personal and professional needs of our employees so that they are able to better serve our members. With this in mind, we have provided our employees with a comprehensive employee benefit package and established one of the most family-friendly work environments in Utah."

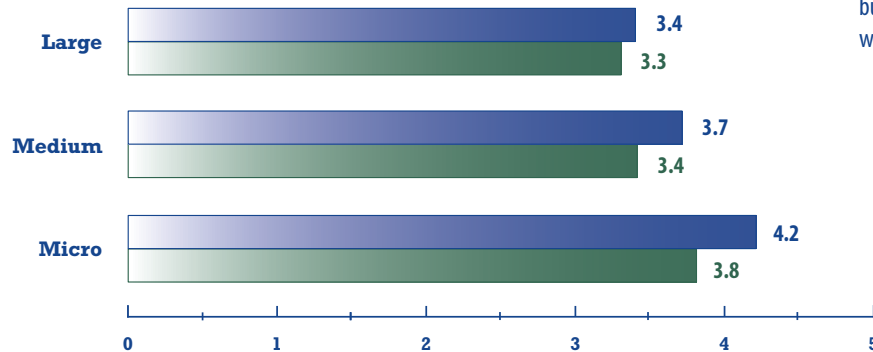
# Three Key Indicators of the Best Workplaces

Employees were asked to score the following three statements on a 1-5 scale, where 1=strongly disagree and 5=strongly agree. Scores were averaged by company size.

Winners Runners Up

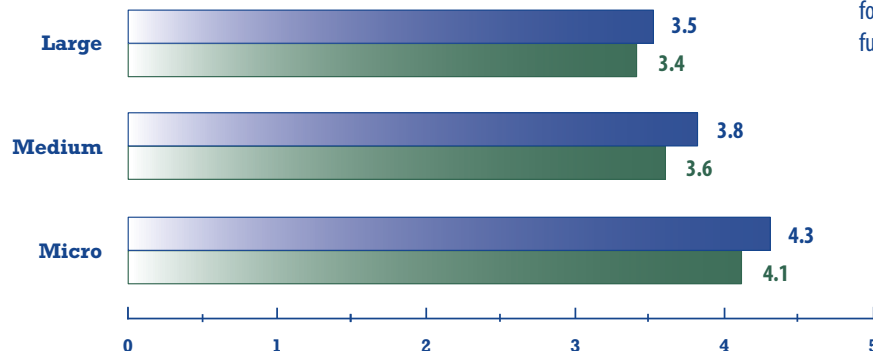
## I trust company leadership

Trust in company leadership is crucial to business success—employees perform best with leaders they trust.



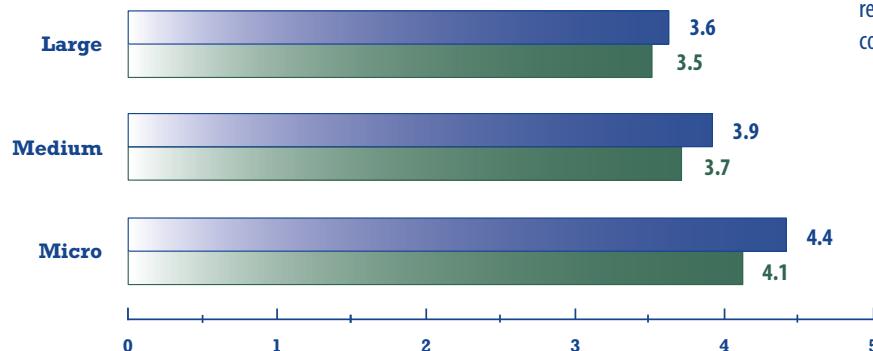
## I can be myself at work

Feeling like you can be yourself at work helps foster diversity, enabling each employee to fully share his or her unique talents and gifts.



## I am proud of this company

Pride is a powerful motivator, impacting retention and loyalty—employees are often a company's best ambassadors.





# Companies to Watch

What/Where:	Micro Companies	Wow!
<b>New Dawn Technologies</b> Criminal Justice Case Management Software and Services Logan, UT <a href="http://www.newdawntech.com">www.newdawntech.com</a>		<ul style="list-style-type: none"> <li>• Employees can work from 6 am to 3 pm so they can be home when their kids get out of school</li> <li>• Employees collectively decreased their body fat by 24% in one year</li> <li>• On Fridays, company ultimate frisbee games are played 'on the clock'</li> </ul>
<b>Radius Engineering</b> Composite Manufacturing Technology Salt Lake City, UT <a href="http://www.radiuseng.com">www.radiuseng.com</a>		<ul style="list-style-type: none"> <li>• Each employee sets their own work schedule</li> <li>• Showers, lockers and sports equipment encourage outdoor activity</li> <li>• Full tuition reimbursement for work-related degrees</li> <li>• New building designed for optimal employee work environment</li> </ul>
What/Where:	Medium Companies	Wow!
<b>Kencraft</b> Handcrafted Confectionary Manufacturer Alpine, UT <a href="http://www.kencraftcandy.com">www.kencraftcandy.com</a>		<ul style="list-style-type: none"> <li>• Employees can choose between 30 or 40 hr weeks with benefits</li> <li>• Company donated candy to troops in Iraq to give to local children</li> <li>• Seasonal events celebrated fully, with costumes, food and prizes</li> </ul>
<b>The Leavitt Group</b> Insurance Brokerage Cedar City, UT <a href="http://www.leavitt.com">www.leavitt.com</a>		<ul style="list-style-type: none"> <li>• Exceptional tuition reimbursement program</li> <li>• Company will set up complete home offices</li> <li>• \$100,000 raised for cancer treatment center — company matched employee donations</li> <li>• Every employee gets at least 50 hrs training per year</li> </ul>
<b>SYSCO Intermountain Food Services</b> Foodservice Distribution West Jordan, UT <a href="http://www.sysco.com">www.sysco.com</a>		<ul style="list-style-type: none"> <li>• Free stress management and conflict negotiation classes</li> <li>• Company personal loans are available for employee emergencies</li> <li>• Two fully equipped onsite fitness rooms available 24-hours/day</li> <li>• Fresh fruit and juice always available in the lunchrooms</li> <li>• Hotel and car discounts available</li> </ul>



# Companies to Watch

What / Where	Medium Companies	Wow!
<b>VISTA Staffing Solutions</b> Physician Staffing Company Salt Lake City, UT <a href="http://www.vistastaff.com">www.vistastaff.com</a>		<ul style="list-style-type: none"> <li>Financial results are regularly presented to all employees</li> <li>Employees can work evenings to free up their mornings</li> <li>Internships available for children and friends of employees</li> <li>Eight hours of paid time off to pursue community volunteer work</li> </ul>
<b>Westminster College</b> Higher Education Salt Lake City, UT <a href="http://www.westminstercollege.edu">www.westminstercollege.edu</a>		<ul style="list-style-type: none"> <li>Domestic partner coverage offered</li> <li>'Choose to Move' wellness program, everyone receives pedometers</li> <li>Full tuition reimbursement for all employees and families</li> <li>Employee dependents can use free tuition exchange program for over 955 schools</li> </ul>

What / Where	Large Companies	Wow!
<b>L-3 Communications</b> Major Defense Contractor Salt Lake City, UT <a href="http://www.l-3com.com">www.l-3com.com</a>		<ul style="list-style-type: none"> <li>Adoption cost reimbursement up to \$4000</li> <li>Onsite full-time registered nurse</li> <li>All employees have every other Friday off</li> <li>Supplemental long-term care insurance available for dependents</li> </ul>
<b>Stampin' Up!</b> Decorative Stamp Manufacturer Riverton, UT <a href="http://www.stampinup.com">www.stampinup.com</a>		<ul style="list-style-type: none"> <li>Employees who waive medical coverage can receive up to \$2500 pre-tax for child care or elder care</li> <li>Adoption cost assistance up to \$4000</li> <li>Over \$100,000 donated to the Huntsman Cancer Institute in the names of all employees</li> <li>Fitness encouragement—in ten weeks, 25 employees lost a combined 230 lbs</li> <li>Free onsite ESL and SSL classes</li> </ul>
<b>University Health Care</b> Academic Health Care Salt Lake City, UT <a href="http://www.uuhsc.utah.edu">www.uuhsc.utah.edu</a>		<ul style="list-style-type: none"> <li>Onsite child development center and discounted summer day care</li> <li>Three onsite lactation rooms and free childbirth classes</li> <li>Free elder care info and referral program—a collaboration of the Gerontology Center, College of Nursing &amp; Health Science Center</li> </ul>

# 2007 Award Process

## 2007 Awards

**Is your company interested in applying for the 2007 Work/Life Awards?**

Please send contact information, including company name, phone number, HR Representative and his/her email address to: [worklife@utah.gov](mailto:worklife@utah.gov) or call (801) 526-4321.

**We look forward to your participation!**

## Award Process

**The Work/Life Award application includes:**

- **Company Profile:** an online survey highlighting workplace best practices
- **Employee Questionnaire:** an online workplace survey of a cross-section of employees
- **CEO Letter:** a letter sharing the chief executive's philosophy on workplace excellence
- **Onsite Visit:** a worksite tour by the Work/Life Award Review Committee

## Award Timeline

### Key Dates

**September 2006**

**October 2006**

**Upon nomination submission**

**November 2006**

**November 2006**

**November 2006**

**December 2006**

**January 2007**

**April 2007**

**April 2007**

**April 2007**

### Action Item

Nomination period opens

Nomination period closes

Nominees receive e-mail instructions on how to complete the online company profile and employee questionnaires

Company Profile Due (can submit earlier)

Employee Questionnaire Due (can submit earlier)

CEO Letter Due (can submit earlier)

Finalists selected and notified

Onsite Visits

Winners announced

Work/Life Celebration to honor winners and finalists

Feedback reports available for purchase

**The Utah Work/Life Awards are a collaboration between the Department of Workforce Services/ Office of Work & Family Life and Juxtapose Work/Life Consultants.**

**To download additional copies of this best practices booklet, please visit: [jobs.utah.gov/occ/foremployers](http://jobs.utah.gov/occ/foremployers)  
If you have any questions regarding this award or would like further information, please contact:**



**Department of Workforce Services  
Utah Office of Work & Family Life**

DWS Executive Director: Tani Pack Downing  
Project Lead: Lynette Rasmussen  
Phone: (801) 526-4340  
Email: [worklife@utah.gov](mailto:worklife@utah.gov)

The Office of Work & Family Life provides information, resources and support to help improve the economic stability and well being of Utah children and families.



**Juxtapose Work/Life Consultants**

Project Lead: Pamela Ballo  
Phone: (415) 339-8721  
Email: [info@juxtaposesf.com](mailto:info@juxtaposesf.com)

Juxtapose Work/Life Consultants specialize in organizational assessment, workplace best practices and culture. Juxtapose helps companies align employee strategies with business goals to create exceptional workplaces.

**We would like to thank our 2006 Work/Life Award partners:**



*Award Sponsor*

**Utah Society of Human Resource Management**

Web site: [www.utahshrm.org](http://www.utahshrm.org)  
The Utah Society for Human Resource Management promoted the Work/Life Award with a booth at their annual Crossroads conference, through the HR Views Journal, at local chapter meetings, in newsletters and with features on [www.utahshrm.org](http://www.utahshrm.org).



*Media Sponsor*

**KSL NewsRadio**

Web site: [www.KSL.com](http://www.KSL.com)  
KSL NewsRadio promoted the Work/Life Award winners and celebration to their 80,000+ online listeners at [KSL.com](http://KSL.com) through streaming commercials and web features, and through talk radio interviews and announcements.



Department of Workforce Services / Office of Work & Family Life  
140 East 300 South, Salt Lake City, Utah 84111  
(801) 526-4340 toll free 800-622-7390 [www.jobs.utah.gov](http://www.jobs.utah.gov)